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Toronto, November 27, 1937.

CANADIAN NATIONAL RAILWAYS MEMORANDUM REGARDING STEAM RAILWAY EMPLOYEES

The rates of pay and regulations governing the service of railway employees on the principal railways in Canada are matters of agreement between the Railways and Committees representing the employees and are set out in schedules bearing signatures on behalf of the Employees and of the Railways. Disputes that may arise in regard to the proper interpretation and application of such schedules are, if the parties are unable to agree, referred to certain Boards which have been established under agreements between the Employees and the Railways.

The working day is generally 8 hours - 6 days, or 48 hours per week, the exceptions being as follows:- (1) Main equipment repair shops at which schedules provide for 4 hours' work on Saturdays, or 44 hours per week, and (2) Employees in train service (passenger conductors, freight conductors, passenger baggagemen, passenger brakemen, freight brakemen, passenger engineers, freight engineers, passenger firemen and freight firemen). These train service employees are paid on the basis of rates per mile with minimum per day under the detailed conditions set out in the schedules. For conductors, baggagemen and brakemen in passenger service, the daily rate represents 150 miles, and in all classes of freight and mixed service the daily rate represents 100 miles. For engineers and firemen the daily rate in all classes of service represents 100 miles. Overtime for train service employees is computed on various bases, details of which are set out in the schedules.

A statement is submitted herewith of the schedule rates of pay per mile and per day and average earnings per day and per month for employees in engine, train and yard service, month of September, 1937.

The average hours worked per day for which not less than a minimum day's pay was allowed, and the average days worked per month for the various classes of train service employees, were as follows:-

Classification	Average hours worked or held for duty per trip or day for which not less than a minimum day was paid	Average trips or days for which not less than a minimum day was paid during the month
Passenger Conductors	7 hrs. 39 mins.	25.0
Freight Conductors	8 " 59 "	24.8
Passenger Baggagemen	7 " 45 "	22.9
Passenger Brakemen	7 " 43 "	21.2
Freight Brakemen	9 " 1 "	21.0
Yard Foremen	8 " 23 "	26.3
Yard Helpers	8 " 22 "	24.3
Passenger Engineers	6 " -	28.4
Freight Engineers	9 " 51 "	23.2
Yard Engineers	9 " 6 "	26.5
Passenger Firemen	6 " 1 "	25.1
Freight Firemen	9 " 51 "	21.3
Yard Firemen	9 " 6 "	23.0

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As illustrating the detailed compilation under schedule rules of the train service employees, the following examples may be interesting:-

PASSENGER SERVICE

Conductor, Baggageman and Brakemen, Train #17,
Toronto - Detroit, October 30, 1937

Reported for duty 8.00 A.M., off duty 3.00 P.M., time on duty 7' 0"

Initial terminal time	- 36"	- 12 miles	
Road time	- 6' 14"	- 231 "	157
Final terminal time	- 10"	- 3 "	
Total	7' 00"	- 246 Miles	157

Conductor's earnings - $11.00 135
Baggageman's " - 9.47 116
Brakemen's " (each) 7.70 134

Engineer and Fireman, Train #17,
Toronto - London, October 30, 1937,
(Engine runs through Toronto to Windsor,
(but engine crews change at London)

Reported for duty 7.35 A.M., off duty 11.55 A.M., time on duty 4' 20"

Preparatory time	- 30"	- 10 miles	
Initial terminal delay	31"	- 10 "	
Road time	- 3' 04"	- 120 "	
Change-off time	15"	- 5 "	
Total	4' 20"	- 145 Miles	

Engineer's earnings - $9.40
Fireman's " - 7.31

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FREIGHT SERVICE

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Conductor, Baggageman and Brakemen, Train 1st 493,
Belleville to Mimico, October 30, 1937.

Reported for duty 12.45 A.M., off duty 10.15 A.M., time on duty 9' 30"

Initial terminal time	- 1' 10"	- 15 miles	
Road time	- 6' 30"	- 111 "	
Final terminal time	- 1' 50"	- 22 "	
Total	9' 30"	- 148 Miles	

Conductor's earnings - $9.12
Brakemen's " (each) - 7.16

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Engineer and Fireman, Train 1st 493
Belleville to Mimico, October 30, 1937

Reported for duty 12.15 A.M., off duty 10.30 A.M., time on duty 10' 15"

Preparatory time	- 30"	- 6 miles	
Initial terminal delay	1' 10"	- 15 "	
Road time	7' 50"	- 120 "	
Final terminal delay	- 25"	- 5 "	
Inspection time	- 20"	- 4 "	
Total	10' 15"	- 150 Miles	

Engineer's earnings - $11.34
Fireman's " - 8.58

FREIGHT SERVICE

Conductor, Baggageman and Brakemen, Train Ex. 1318,
Owen Sound to Stratford, October 30, 1937

Reported for duty 11.15 A.M., off duty 11.40 P.M., time on duty 12' 25"

Initial terminal time	- 2' 20"	- 29 miles	
Road time	- 9' 50"	- 107 "	+16 miles O.T.
Final terminal time	- 15"	- 3 "	
Total	12' 25"	- 139 miles	+ 16 miles O.T.

Conductor's earnings - $10.87
Brakemen's " (each) 8.54

Engineer and Fireman, Train Ex. 1318
Owen Sound to Stratford, October 30, 1937.

Reported for duty 10.45 A.M., off duty 12.00 midnight, time on duty 13' 15"

Preparatory time	- 30"	- 6 miles	
Initial terminal delay	2' 20"	- 29 "	
Road time	9' 50"	- 107 "	+ 16 miles O.T.
Final terminal delay	15"	- 3 "	
Inspection time	20"	- 5 "	
Total	13' 15"	- 150 Miles	+ 16 Miles O.T.

Engineer's earnings $13.08
Fireman's " 9.81

This statement of the average earnings per employee for the month of September 1937 indicates that the shop crafts employees worked 40 hours per week, this being less than full time provided by the Schedule to the extent of 4 hours at main shops and 8 hours at round-houses and car repair tracks. It probably should also be pointed out that the mileage that employees in train service and hours that employees in yard service are permitted to make during a month as provided by the Schedules have, under agreements with the employees' representatives been departed from during the depression. Such reductions in miles and hours have not been uniform for the various classes of engine, train and yard service employees, or the same at all points, and they varied from time to time during the period of the depression. Such reductions were generally in effect for these classes of employees in September 1937. The result of these reductions in working hours or miles was, of course, that a greater number of employees were retained in service than would otherwise have been the case, and the average earnings per employee would be less than they otherwise would have been, under Schedule rules.

Toronto, November 23, 1937.

CANADIAN NATIONAL RAILWAYS
Central Region

Schedule rates of pay per mile and per day and average earnings per day and per month for employees in Engine, Train and Yard Service, month of September 1937

Figures below represent basic rates with no payroll deduction -- present payroll deduction 6% which gradually diminishes, and deductions cease April 1, 1938.

Classification	Schedule Rates of Pay	Average Earnings Per trip for which not less than a minimum day was paid	Average Earnings Per Month
Passenger Conductors	4.47¢ per mile; $6.70 daily rate; Monthly guarantee $201.00	$10.17	$254.06
Freight Conductors	6.16¢ & 6.68¢ per mile; $6.16 and $6.68 daily rate;	9.68	239.97
Passngr.Baggagemen	3.24¢ to 3.70¢ per mile; $4.86 to $5.54 daily rate; monthly guarantee $145.80;	8.01	183.27
Passngr.Brakemen	3.13¢ per mile; $4.70 daily rate; Monthly guarantee $141.00;	7.44	157.90
Freight Brakemen	4.84¢ to 5.58¢ per mile; $4.84 to $5.58;	7.78	163.07
Yard Foremen	$6.64 per day of 8 hours	7.14	187.84
Yard Helpers	$6.16 per day of 8 hours	6.60	160.65
Passngr.Engineers	6.16¢ to 6.54¢ per mile; $6.16 to $6.64 per day; (dependent on weight on drivers); daily guarantee $7.00 for each day service is performed;	10.19	289.11
Freight Engineers	6.84¢ to 8.36¢ per mile; daily rate $6.84 to $8.36; (dependent on weight on drivers)	12.10	281.19
Yard Engin eers	$6.72 to $7.20 per day of 8 hours (dependent on weight on drivers)	8.11	214.88
Passgr. Firemen	4.56¢ to 5.12¢ per mile; $4.56 to $5.12 daily rate; (dependent on weight on drivers); daily guarantee $5.25 for each day service is performed	8.03	201.83
Freight Firemen	5.00¢ to 6.44¢ per mile; $5.00 to $6.44 daily rate; (dependent on weight on drivers)	9.04	192.69
Yard Firemen	$5.28 to $ 5.68 per day of 8 hours (dependent on weight on drivers)	6.31	145.35

Count of Employees used in Working Average

The total number of employees in service or available for service as of the middle of the month. Employees whose duties are such as to make them includible in two or more Reporting Divisions included in that Division indicated by the greater part of their time during the month.

The count not restricted to employees actually on duty as of the day of the count, but covers all employees, including employees under pay on vacations or sick leave as well as "extra" men in train and engine service, who are subject to call for duty. Employees who are not subject to call for duty, such as employees not under pay, absent on definite leave or under suspension, and pensioners not bound to render service, are excluded.

CANADIAN NATIONAL RAILWAYS
Central Region

Schedule rates of pay and compensation per week (excluding overtime) and hours worked per week for employees in Maintenance of Equipment Service

Figures below represent basic rates with no payroll deduction -- present payroll deduction 6% which gradually diminishes, and deductions cease April 1, 1938.

Classification	Hours per week	Schedule rate of pay	Compensation per week (excluding overtime)
Gang Foremen and Gang Leaders	40	77¢ to 84¢ per hour. Average 82¢ per hour	$33.35
Blacksmiths, Boilermakers, Electricians, Machinists, Moulders, Sheet Metal Workers, Coach Carmen	40	79¢ per hour	32.13
Freight Carmen	40	72¢ per hour	29.28
Apprentices	40	30¢ to 74¢ per hour. Average 44¢ per hour	17.89
Helpers to Mechanics	40	56¢ per hour	22.77
Coach Cleaners	48	44¢ per hour	21.47
Classified Labourers	48	46¢ per hour	22.45
Common Labourers	48	42¢ per hour	20.50

Toronto, Ontario, November 23, 1937.

CANADIAN NATIONAL RAILWAYS
Central Region

Schedule rates of pay and compensation per week (excluding overtime) and hours worked per week for employees in Transportation (other than Train, Engine and Yard Service) and Station Service

Figures below represent basic rates with no payroll deduction -- present payroll deduction 6% which gradually diminishes, and deductions cease April 1, 1938.

Classification	Hours per Week	Schedule rate of pay	Compensation per week (excluding overtime)
Train Despatchers	48	$225.00 to $257.50 per month. Average $255.00 per month. See Note (a)	$58.61
Station Agents (Schedule)	48	$127.00 to $250.00 per month. Average $158.00 per month. See Notes (b) and (d)	37.15
" " (Non-schedule)		$210.00 to $330.00 per month. Average $250.00 per month. See Note (c)	58.82
Clerk-Telegraphers Clerk-Telephoners Telegraphers & Telephoners	48	$117.00 to $165.00 per month. Average $145.00 per month. See Note (b)	34.08
Baggage, Parcel-room and Station Attendants	48	$ 97.00 to $135.00 per month. Average $115.00 per month. See Note (b)	26.88
Baggage Porters	48	49¢ per hour	23.52
Gang Foreman-Frt.Stations	48	$135.00 to $150.00 per month. Average $143.00 per month. See Note (b)	33.60
Freight Checkers	48	$133.00 See Note (b)	31.29
Callers, Loaders, Coopers and Sealers	48	53¢ per hour	26.44
Truckers	48	50¢ per hour	24.00
Janitors and Common Labourers	48	42¢ per hour	20.16

Notes (a) - Monthly rate covers calendar days less Sundays

(b) - Monthly rate covers calendar days less Sundays and the seven statutory legal holidays

(c) - Monthly rate covers all services rendered (non-schedule positions)

(d) - Monthly rates of Station Agents at stations known as "supervisory agencies" and designated in the wage scale cover all services rendered.

Toronto, Ontario, November 23, 1937.